

## Preferences Guide

Please circle the number below that most accurately reflects your attitude regarding each question.

1. It is important that the person advising me is not in a position to impact my career development.

strongly disagree						
1	2	3	4	5	6	7

2. Confidentiality is very important to me when addressing my work priorities with an advisor.

strongly disagree						
1	2	3	4	5	6	7

3. It is more important to have someone in a position of authority directing my work habits than to have a close personal relationship with the person advising me.

strongly disagree						
1	2	3	4	5	6	7

4. It is not important that the person advising me has specific expertise in my field for advising to be successful.

strongly disagree						
1	2	3	4	5	6	7

5. It is not necessary to have measures of my progress after receiving advice.

strongly disagree						
1	2	3	4	5	6	7

6. My goal in seeking advice is primarily for personal development at work.

strongly disagree						
1	2	3	4	5	6	7

7. My personal life is negatively affecting my work capability.

strongly disagree						
1	2	3	4	5	6	7

8. I need to learn and practice specific new job skills that I lack.

strongly disagree						
1	2	3	4	5	6	7

9. It would be helpful to receive advice from a superior in my organization who understands my work and career goals.

strongly disagree						
1	2	3	4	5	6	7

10. It would be beneficial for me to receive advising from a person who will have the ability to evaluate my job performance at an official level now or in the future.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

11. Confidentiality is not very important to me when I am in the process of receiving advice and feedback.

not at all important			somewhat important			very important
1	2	3	4	5	6	7

12. A friendly, collegial relationship between myself and an advisor is more important than having an advisor who will simply direct my work.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

13. An advisor's expertise on the particulars of my work is important for any advising to be successful.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

14. Clear and periodic evaluation of my work performance would be beneficial for my improvement.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

15. My primary objective in seeking advice is career development.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

16. There is little, if anything, that I can do to improve my current work situation.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

17. The goal of the advice I am seeking is to acquire specific skills or training needed in my work.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

18. I would like to discuss the internal politics of my organization and how it affects my career path.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

19. It is important that the relationship between myself and an advisor is a relationship of equals.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
20. Confidentiality is important for me to be comfortable enough to openly discuss my work priorities.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
21. A strong personal relationship between myself and an advisor is very important.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
22. Specific expertise in my field is <u>not</u> as important to me as more general advising on my work and career.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
23. Clear benchmarking at work is <u>not</u> necessary for me to improve in my work.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
24. My main objective in seeking advice is to further the goals of my organization at NASA.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
25. My work life is negatively affecting my personal life.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
26. There is a specific area of knowledge that I wish to acquire for my work.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7
27. It is important to me to have advice from a superior within the organization who understands my career path at NASA.						
strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

28. It would be helpful to have advice and direction from a person who is in a position of authority in my work area.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

29. Confidentiality is not important when I am addressing how to make changes in my work.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

30. The clear direction and planning of my work from an advisor is more important than a close working relationship with an advisor.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

31. The extent of an advisor's expertise in my specific area of work will impact his/her credibility when giving me advice.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

32. A clear and quantifiable measure of my work and progress would be beneficial to my work.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

33. My objective in seeking advice is primarily concerned with the development of my organization at NASA.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

34. It would be beneficial to discuss some personal matters so that I can focus more clearly on work.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

35. There are specific skills that are important for me to acquire for my work.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7

36. It is important to me to receive career advice from a superior who could help guide my career development.

strongly disagree			agree somewhat			strongly agree
1	2	3	4	5	6	7